

Spiritual Gifts Assessment

Directions

1. Respond to each statement on the Spiritual Gift Assessment pages which follow, according to the following scale:
 - 3 = Consistently, definitely true
 - 2 = Most of the time, usually true
 - 1 = Some of the time, once in a while
 - 0 = Not at all, never
2. Using the response sheet, write your response to each statement in the block whose number corresponds to that number statement in the Spiritual Gift Assessment.
3. Important: Answer according to who you are, not who you would like to be or think you ought to be. How true are these statements of you? What has been your experience? To what degree do these statements reflect your usual tendencies?

Note: Healing, Interpretation, Miracles, and Tongues are not included in the Spiritual Gift Assessment or Observation Assessment because their presence in the life of a believer tends to be self-evident.

Statements

1. I would like to start churches in places where they do not presently exist.
2. I communicate the Gospel to others with clarity and effectiveness.
3. I can speak in a way that results in conviction and change in the lives of others.
4. I enjoy spending time nurturing and caring for others.
5. I am able to communicate God's Word effectively.
6. I tend to see the potential in people.
7. I am approached by people who want to know my perspective on a particular passage or Biblical truth.
8. I am often sought out by others for advice about spiritual or personal matters.
9. I like to organize people, task, and events.
10. I find pleasure in drawing, designing, or painting various objects or documents.
11. Knowing that the repair and maintenance of things in my environment brings me satisfaction.
12. I enjoy joyfully singing praises to God either alone or with other people.
13. I am able to effectively play a musical instrument.
14. I enjoy reading about and portraying Biblical characters and truths before a group of people.
15. I am able to formulate my thoughts and ideas into effective, written forms.
16. I can readily distinguish between spiritual truth and error, good and evil.
17. I trust God in circumstances where success cannot be guaranteed by human effort alone.
18. I give liberally and joyfully to people in financial need or to projects requiring support.
19. I enjoy meeting new people and helping them to feel welcomed.
20. I pray with confidence because I know that God works in response to prayer.
21. I am able to motivate others to accomplish a goal.

22. I can patiently support those going through painful experiences as they try to stabilize their lives.
23. I enjoy working behind the scenes to support the work of others.
24. I am attracted to the idea of serving in another country or ethnic community.
25. I openly tell people that I am a Christian and want them to ask about my faith.
26. I feel responsible to confront others with the truth.
27. I like to provide guidance for the whole person — relationally, emotionally, spiritually, etc.
28. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
29. I enjoy reassuring and strengthening those who are discouraged.
30. I am committed, and schedule block of time for reading and studying scripture, to understand Biblical truth fully and accurately.
31. I can often find simple, practical solutions in the midst of conflict or confusion.
32. I can clarify goals and develop strategies or plans to accomplish them.
33. I find joy in the creation of pictures, banners, photographs, or other artistic or craft projects.
34. I work with various items manually and receive enjoyment from it.
35. I can lead others in singing songs of praise to God or for pure enjoyment.
36. I look forward to participating in a band concert or in instrumental music.
37. I think people should be challenged in their faith through creative dramatic presentations in worship.
38. I feel secure in the fact that the words I write will be of benefit to my readers.
39. I frequently am able to judge a person's character based upon first impressions.
40. I can move forward in spite of opposition or lack of support when I sense God's blessing on an undertaking.
41. I give more than a tithe so that the work of God's Kingdom can be done.
42. I like to create a place where people do not feel that they are alone.
43. I have found that I can pray intensely for others and lose track of time.
44. I am able to influence others to achieve a vision.
45. I enjoy helping people sometimes regarded as undeserving or beyond help.
46. I enjoy doing routine tasks that support the ministry.
47. I am willing to take an active part in starting a new church.
48. I openly and confidently tell others what Christ has done for me.
49. I boldly expose cultural trends, teachings, or events which contradict Biblical principles.
50. I enjoy giving guidance and practical support to a small group of people.
51. I like to take a systematic approach to my study of the Bible.
52. I give hope to others by directing them to the promises of God.
53. I discover important Biblical truths when reading or studying scripture which benefits others in the body of Christ.
54. I can easily select the most effective course of action from among several alternatives.
55. I can identify and effectively use the resources needed to accomplish tasks.
56. I take satisfaction that my work enhances beauty in gardening, landscaping, and other projects.
57. I find joy in lawn care and other outdoor maintenance.
58. I grab the opportunity to sing familiar praise songs alone or with groups of fellow believers.
59. I rejoice that my ability to play an instrument is appreciated by my friends and gives glory to God.
60. I look forward to the chance to perform in skits and plays.
61. I am able to compose articles in an efficient and meaningful style.
62. I can see through phoniness or deceit before it is evident to others.
63. I believe that the Lord will remain true to His promises despite worldly conditions which say otherwise.

64. I am challenged to limit my lifestyle in order to support ministries of the church to a greater extent.
65. I enjoy entertaining people and opening my home to others.
66. I find myself praying for others when I am in the process of doing other things.
67. I can adjust my leadership style to bring out the best in others.
68. I have great compassion for hurting people.
69. I willingly take on a variety of odd jobs around the church to meet the needs of others and free up others for their ministries.
70. I can relate to others in culturally sensitive ways.
71. I seek opportunities to talk about spiritual matters with unbelievers.
72. I like people who are honest and will speak the truth — even with me!
73. I enjoy patiently but firmly nurturing others in their development as believers.
74. I can present information and skills to others at a level that makes it easy for them to grasp and apply them to their lives.
75. I like motivating others to take steps for spiritual growth.
76. I confidently share my knowledge and insights with others.
77. I can anticipate the likely consequences of an individual's or a group's action.
78. I like to help organizations or groups become more efficient.
79. I enjoy the times that I am able to create new designs and images artistically; especially when it is helpful and useful to others.
80. I find that I enjoy repairing things even when others have not been especially careful in taking care of them.
81. I find much joy and pleasure in the simple routine of singing hymns and worship songs.
82. I take satisfaction from knowing that my ability to perform instrumental music helps others to grow spiritually.
83. I like to play a role different from my normal personality to relate truth to others.
84. I am confident that when I compose and write it builds up others and gives new insight.
85. I tend to see rightness or wrongness in situations.
86. I am, for the most part, more excited about the future than the past.
87. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
88. I can make people feel at ease even in unfamiliar surroundings.
89. I am secure in the fact that my prayers continually work miracles in my life and in the lives of other people.
90. I set goals and manage people and resources effectively to accomplish them.
91. I can look beyond a person's handicaps or problems to see a life that matters to God.
92. I see a spiritual significance in doing practical tasks.
93. I enjoy pioneering new undertakings.
94. I have a great desire to learn how to share my faith with others.
95. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
96. I feel satisfaction in sharing my time and abilities with straying Christians so that they are brought back to the faith.
97. I enjoy explaining things to people so that they can grow spiritually and personally.
98. I am able to challenge or rebuke others in order to foster spiritual growth.
99. I know that the insights I possess and share with other people will bring changes in attitude and conviction.
100. I have insights into how to solve problems that others do not see.
101. I can visualize a coming event, anticipate potential problems, and develop backup plans.
102. I find that when I work with my hands at design, art, wood, and other materials, I derive much joy and satisfaction.
103. I am told that the knowledge I have when it comes to building or repairing objects is of benefit to others.

104. Singing praises to the Lord is one of my favorite things to do.
105. I can spend lots of time alone playing an instrument and I have a desire to keep improving.
106. I can imagine myself as another person and communicate those feelings to a group by portrayal of that person.
107. I am confident that my literary skill will be of aid to other people and that they will be built up and informed because of it.
108. I receive affirmation from others concerning the reliability of my insights.
109. I am sure that through the power and presence of the Lord, anything is possible.
110. I believe that I have been given an abundance of resources so that I may give more to the Lord's work.
111. I willingly provide food and/or lodging to people who are in need.
112. I feel that when I am asked to pray for others, my prayers will have real results.
113. I am able to cast a vision that others want to be a part of.
114. I enjoy bringing hope and joy to people living in difficult circumstances.
115. I like to find small things that need to be done and often do them without being asked.
116. I am able to orchestrate or oversee several church ministries.
117. I feel a special concern for those who do not have faith in Jesus Christ.
118. I feel compelled to expose sin whenever I see it and to challenge people to repentance.
119. I seek to help small groups of fellow Christians and/or individuals by listening and responding to their needs with nurture and care.
120. I am able to share my knowledge of the love of Christ with children or adults in an effective and meaningful manner.
121. I find that I am able to effectively counsel people who are perplexed, guilty, or suffering with addiction.
122. I like to acquire and master new principles which can be applied to given situations to aid others in their own growth.
123. I feel that I have the ability to know where certain people would function best in specific ministries and positions.
124. It is easy for me to effectively delegate important responsibilities to others.
125. I derive satisfaction in knowing that others enjoy and get use out of something I designed or made.
126. I can be alone and work on home, lawn, or car projects all day and consider it time well spent.
127. I am or have been told by others that they have enjoyed my singing.
128. It is more than worth the hours and years spent learning to play an instrument, because it brings joy to others.
129. I like finding new and non-traditional ways of communicating God's truth.
130. I am able to engage and inform others through creatively conveying my thoughts in writing.
131. I can identify preaching and/or teaching which is not true to the Bible.
132. I am confident that I know God's will for the future growth of His kingdom even when others around me are not as sure.
133. I want to give and give to the Lord for all that He has done and is doing for me and in me.
134. I can make guests, visitors, and even strangers feel at home when with me.
135. I love to pray for other people.
136. I figure out where we need to go and help others to get there.
137. I want to work joyfully with those who seemingly are ignored by the majority of those around them.
138. I feel comfortable being a helper, assisting others to do their job more effectively.

Spiritual Gift Assessment

Record your answers here:

						total	
1	24	47	70	93	116		A
2	25	48	71	94	117		B
3	26	49	72	95	118		C
4	27	50	73	96	119		D
5	28	51	74	97	120		E
6	29	52	75	98	121		F
7	30	53	76	99	122		G
8	31	54	77	100	123		H
9	32	55	78	101	124		I
10	33	56	79	102	125		J
11	34	57	80	103	126		K
12	35	58	81	104	127		L
13	36	59	82	105	128		M
14	37	60	83	106	129		N
15	38	61	84	107	130		O
16	39	62	85	108	131		P
17	40	63	86	109	132		Q
18	41	64	87	110	133		R
19	42	65	88	111	134		S
20	43	66	89	112	135		T
21	44	67	90	113	136		U
22	45	68	91	114	137		V
23	46	69	92	115	138		W

Special People Gifts

- A** = apostleship
- B** = evangelism
- C** = prophecy
- D** = shepherding
- E** = teaching

Speaking Gifts

- F** = exhortation
- G** = knowledge
- H** = wisdom

Serving Gifts

- I** = administration
- J** = craftsmanship (artistic expression)
- K** = craftsmanship (manual labor)
- L** = creative comm. (vocal music)
- M** = creative comm. (instrumental)
- N** = creative comm. (dramatic expression)
- O** = creative comm. (writing)
- P** = discernment
- Q** = faith
- R** = giving
- S** = hospitality
- T** = intercession
- U** = leadership
- V** = mercy
- W** = serving

Sign Gifts

- tongues
- interpretation
- healing
- miracles

By order of highest total:

Dominant Gifts

total	Spiritual Gift
_____	_____
_____	_____
_____	_____

Subordinate Gifts

total	Spiritual Gift
_____	_____
_____	_____

Reflections on your Spiritual Gifts

Read I Corinthians 12 devotionally and reflect on your position in “the body of Christ.”

Did your spiritual gifts surprise you?

- **Were there gifts present you didn't expect?**
- **Others missing you expected?**
- **Do any of your gifts confuse or frighten you?**

Have you had your gifts affirmed in you? In other words, has there been a time when others have affirmed and confirmed that spiritual gift in you -- by observation, compliment, and/or use?

No Christian has every spiritual gift in one package! How can you approach ministry as one who, though gifted, is yet sorely lacking in many gift areas?

Only 8% of all Christians have the gift of evangelism. Among Lutherans, the percentage is 6%. How will the task of “making disciples of all nations” be accomplished without evangelists?

Personal Style Assessment

Directions

1. For each item, check the word you think best describes what you would prefer to do or be in most situations.
2. Do not answer according to what you feel is expected by a spouse, family member, employer, etc.
3. Select the behavior or perspective that would come naturally to you if you knew there were no restrictions on or consequence for your personal expression.

How Are You Organized?

- | | | | |
|--|---------------------------|-----------|---------------------|
| 1. While on vacation I prefer to | be spontaneous | 1 2 3 4 5 | follow a set plan |
| 2. I prefer to set guidelines that are | general | 1 2 3 4 5 | specific |
| 3. I prefer to | leave my options open | 1 2 3 4 5 | settle things now |
| 4. I prefer projects that have | variety | 1 2 3 4 5 | routine |
| 5. I like to | play it by ear | 1 2 3 4 5 | stick to a plan |
| 6. I find routine | boring | 1 2 3 4 5 | restful |
| 7. I accomplish tasks best | by working it out as I go | 1 2 3 4 5 | by following a plan |

How are you organized? 0 = Total

How Are You Energized?

1. I'm more comfortable	doing things for people	1 2 3 4 5	being with people
2. When doing a task, I tend to	focus on the goal	1 2 3 4 5	focus on relationships
3. I get more excited about	advancing a cause	1 2 3 4 5	creating community
4. I feel I have accomplished something when I've	gotten a job done	1 2 3 4 5	built a relationship
5. It is more important to start a meeting	on time	1 2 3 4 5	when everyone gets there
6. I'm more concerned with	meeting a deadline	1 2 3 4 5	maintaining the team
7. I place a higher value on	action	1 2 3 4 5	communication

How are you energized? E =

Total

• Tabulate Your Profile

1. On the grid on the next page, put an X on the "O" (organized) line that corresponds to your "O" total from page 80
2. On the grid on the next page, put an X on the "E" (energized) line that corresponds to your "E" total from this page 81.
3. Draw a vertical line through the X on the "O" line, and a horizontal line through the X on the "E" line.
4. Your Personal Style is indicated where the lines meet.

		"E" Scale												
		<i>(Task-Oriented)</i>												
							7							
							10							
							14							
							18							
		7	10	14	18	21	24	28	32	35				
							24							
							28							
							32							
							35							
		"E" Scale												
		<i>(People-Oriented)</i>												

"O" Scale
(Unstructured)

"O" Scale
(Structured)

**Transfer your personal style to page in this guide.
This will be "leg three" of your Servant Profile.**